

*Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.*

GRADE 001

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr (7)	15-yr (8)
04/26/08	1,398.21	1,499.42	1,563.95	1,633.83	1,709.25	1,783.40	1,838.73	1,885.39

GRADE 002

04/26/08	1,435.11	1,539.41	1,606.49	1,679.18	1,753.31	1,834.11	1,888.21	1,938.89
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GRADE 003

04/26/08	1,473.29	1,578.88	1,650.36	1,723.09	1,802.63	1,883.51	1,940.37	1,989.73
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GRADE 004

04/26/08	1,511.85	1,621.50	1,693.01	1,771.07	1,851.93	1,935.52	1,991.09	2,042.77
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GRADE 005

04/26/08	1,554.28	1,664.09	1,742.08	1,818.90	1,901.14	1,986.15	2,046.17	2,099.82
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GRADE 006

103B PARK FACILITY SUPERVISOR

04/26/08	1,594.20	1,710.63	1,788.66	1,869.73	1,953.19	2,041.07	2,103.87	2,158.94
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GRADE 007

04/26/08	1,630.00	1,751.51	1,829.09	1,912.56	1,999.30	2,089.70	2,152.22	2,209.40
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GRADE 008

## 358B IMPOUND LOT SUPERVISOR

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr (7)	15-yr (8)
04/26/08	1,680.51	1,805.36	1,886.07	1,969.87	2,061.53	2,156.24	2,222.09	2,281.12

GRADE 009

04/26/08	1,724.49	1,853.27	1,936.93	2,025.94	2,119.26	2,216.51	2,281.12	2,343.15
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GRADE 010

371A BUILDING SUPERINTENDENT  
226B CIRCULATION COORDINATOR  
225B EVENTS COORDINATOR  
310B HORTICULTURE SUPERVISOR  
260A OFFICE MANAGER

04/26/08	1,773.74	1,901.14	1,989.05	2,080.82	2,176.86	2,275.44	2,345.84	2,410.38
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GRADE 011

396A GOLF PRO/MANAGER  
149B SUPERVISOR OF AQUATICS

04/26/08	1,820.27	1,955.90	2,045.18	2,138.28	2,238.70	2,340.01	2,406.32	2,477.47
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GRADE 012

205A ASSISTANT CITY CLERK  
270B OFFICE ADMINISTRATOR - TRAFFIC DIVISION

04/26/08	1,871.06	2,009.39	2,100.00	2,197.33	2,298.78	2,404.34	2,480.35	2,546.37
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GRADE 013

307A BUSINESS ASSISTANCE PROGRAM SUPERVISOR  
366B FACILITY MANAGER

04/26/08	1,921.74	2,064.38	2,159.28	2,256.32	2,361.95	2,474.19	2,547.75	2,615.23
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GRADE 014

595A DUPLICATING SHOP MANAGER

306B MARKETING AND PUBLIC RELATIONS MANAGER

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr (7)	15-yr (8)
04/26/08	1,973.87	2,120.66	2,217.92	2,321.95	2,427.64	2,541.37	2,617.99	2,690.52

GRADE 015

259 \*PUBLIC WORKS TECHNICIAN IV

622A ENGINEERING TECHNICIAN SUPERVISOR-WATER UTILITY

428A ENGINEERING TECHNICIAN SUPERVISOR

04/26/08	2,028.70	2,179.63	2,278.31	2,385.09	2,494.82	2,611.48	2,693.45	2,767.71
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GRADE 016

245A ADMINISTRATIVE ASSISTANT (U)

674 ADMINISTRATIVE ASSISTANT

566 ARBORIST SUPERVISOR

438A SAFETY COORDINATOR (Apptd on/after 1/1/90)

120B VIDEO PRODUCTION SUPERVISOR

04/26/08	2,084.85	2,239.81	2,343.99	2,452.30	2,566.03	2,686.75	2,767.71	2,843.28
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GRADE 017

254B PARK &amp; REC PROGRAM COORDINATOR

272B PUBLIC WORKS ACCOUNTING COORDINATOR

364 SENIOR PUBLIC HEALTH NURSE

912 SUPERVISOR OF TRAFFIC MAINTENANCE

04/26/08	2,142.37	2,302.85	2,407.12	2,518.17	2,637.39	2,760.79	2,847.35	2,926.94
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GRADE 018

290A CONTRACT COMPLIANCE SUPERVISOR

303B EDUCATION AND CONSERVATION CURATOR

258A ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR

449A LIBRARIAN III (Apptd after 7/7/88)

325A MEDICAL TECHNOLOGIST SUPERVISOR

307B MUNICIPAL GARAGE SUPERVISOR I

04/26/08	2,201.32	2,364.70	2,476.92	2,590.72	2,714.13	2,840.24	2,928.46	3,005.41
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GRADE 019

640A PLAN REVIEW COORDINATOR  
 368B ORGANIZATIONAL DEVELOPMENT MANAGER  
 385B \*SOCIAL WORKER SUPERVISOR

							10-yr	15-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,263.03	2,430.45	2,544.18	2,663.51	2,788.16	2,921.18	3,006.77	3,092.03

GRADE 020

601 ACCOUNTANT IV  
 273B ANIMAL CURATOR  
 757 ASSISTANT DIRECTOR OF HUMAN RIGHTS (U)  
 337B CODE ENFORCEMENT SUPERVISOR  
 325B HORTICULTURE MANAGER  
 448A LIBRARIAN III (Apptd on/before 7/7/88)  
 347B NATURAL RESOURCES MANAGER  
 554 PUBLIC SERVICE MANAGER - WATER UTILITY

04/26/08	2,324.73	2,500.25	2,616.77	2,738.74	2,867.67	3,001.99	3,093.40	3,180.10
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GRADE 021

569 ASSESSMENT SUPERVISOR  
 098 CHIEF SURVEYOR  
 124A HOUSING CODE INSPECTION SUPERVISOR  
 264B RIGHT-OF-WAY SUPERVISOR  
 674A WIC PROGRAM MANAGER

04/26/08	2,387.91	2,568.80	2,689.49	2,815.60	2,949.77	3,085.70	3,181.34	3,270.69
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GRADE 022

04/26/08	2,455.15	2,641.58	2,764.88	2,895.02	3,030.73	3,173.40	3,272.10	3,362.81
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GRADE 023

496 ACCOUNTANT V  
 881 SUPERVISOR OF REHABILITATION  
 350A ZONING MANAGER

04/26/08	2,524.95	2,716.88	2,842.94	2,975.91	3,118.53	3,263.93	3,366.97	3,460.34
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GRADE 024

314B ADMINISTRATIVE MANAGER  
433A CABLE COMMUNICATIONS OFFICER  
215B ENVIRONMENTAL HEALTH MANAGER  
338B HOUSING AND CODE ENFORCEMENT MANAGER  
355B IMPOUND LOT MANAGER  
125B LANDSCAPE ARCHITECT IV  
446 PUBLIC HEALTH NURSING SUPERVISOR

							10-yr	15-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,593.47	2,790.88	2,923.85	3,060.91	3,205.09	3,358.58	3,460.34	3,555.04

GRADE 24T

713A IS SYSTEMS CONSULTANT IV

	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr	4.5-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	2,593.47	2,790.88	2,857.36	2,923.85	2,992.38	3,060.91	3,133.00	3,205.09	3,281.83
	5-yr	10-yr	15-yr						
	(10)	(11)	(12)						
04/26/08	3,358.58	3,460.34	3,555.04						

GRADE 025

218B CENTRAL LIBRARY PUBLIC SERVICES COORDINATOR  
406 CIVIL ENGINEER IV  
411 CIVIL ENGINEER IV--WATER UTILITY  
333B INFORMATION SERVICES MANAGER - SPRWS  
625A LIBRARY FACILITIES MANAGER  
308B MUNICIPAL GARAGE SUPERVISOR II  
275A REAL ESTATE MANAGER  
621A WATER QUALITY SUPERVISOR

							10-yr	15-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
04/26/08	2,666.26	2,871.79	3,006.04	3,146.09	3,295.48	3,451.73	3,560.64	3,658.19

GRADE 026

283 BUILDING AND HOUSING INSPECTION SUPERVISOR  
954 HEALTH ADMINISTRATION MANAGER  
269B PARKS & RECREATION DESIGN MANAGER  
287A PARKS & RECREATION MANAGER  
575A POLICE RESEARCH & GRANTS MANAGER  
878 PRINCIPAL DESIGNER  
100A PROGRAM ADMINISTRATOR  
288B TECHNOLOGY MANAGER

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr (7)	15-yr (8)
04/26/08	2,742.92	2,953.93	3,088.51	3,237.77	3,391.32	3,551.77	3,662.22	3,762.64

GRADE 027

936 PRINCIPAL PLANNER  
178A TECHNICAL & SUPPORT SERVICES MANAGER

04/26/08	2,818.32	3,034.90	3,178.87	3,328.32	3,487.33	3,653.09	3,765.44	3,871.21
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GRADE 028

464A ADMINISTRATION MANAGER--PUBLIC WORKS  
300B DEPUTY DIRECTOR OF LIEP FOR LICENSES, PERMITS  
AND CUSTOMER SERVICE

04/26/08	2,899.15	3,121.29	3,269.35	3,425.60	3,584.66	3,756.04	3,875.25	3,982.51
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GRADE 029

322A PURCHASING SYSTEMS MANAGER

04/26/08	2,981.33	3,210.31	3,361.32	3,520.36	3,690.13	3,865.58	3,985.14	4,096.55
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GRADE 030

143A ASSISTANT CITY ENGINEER  
259B BUSINESS DIVISION MANAGER-SPRWS  
638A CITY BUILDING OFFICIAL  
257B DISTRIBUTION DIVISION MANAGER-SPRWS  
243B INFORMATION SERVICES MANAGER  
258B PRODUCTION DIVISION MANAGER-SPRWS  
914 TREASURY MANAGER  
439A VALUATION AND ASSESSMENTS ENGINEER  
(Apptd on/after 1/1/90)

04/26/08	3,065.09	3,302.17	3,457.25	3,620.33	3,794.54	3,975.28	4,096.55	4,215.99
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GRADE 031

384B PLANNING &amp; ECONOMIC DEVELOPMENT MANAGER (U)

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr (7)	15-yr (8)
04/26/08	3,152.80	3,395.42	3,557.13	3,725.88	3,902.66	4,089.16	4,217.58	4,335.72

GRADE 032

04/26/08	3,241.97	3,490.16	3,658.57	3,832.76	4,016.48	4,207.08	4,340.02	4,459.43
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GRADE 033

145A ASSOCIATE CITY ENGINEER

085 CHIEF ACCOUNTANT

230B CHIEF ENGINEER - ST. PAUL REGIONAL WATER SERVICES

04/26/08	3,333.85	3,590.07	3,762.93	3,942.48	4,132.80	4,329.21	4,464.87	4,590.05
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GRADE 034

315B SUPERVISING ATTORNEY (U)

04/26/08	3,428.41	3,692.94	3,871.12	4,056.20	4,249.53	4,453.73	4,592.85	4,724.60
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GRADE 035

737 DEPUTY CITY ATTORNEY (U)

04/26/08	3,527.07	3,799.91	3,983.55	4,171.36	4,371.61	4,581.40	4,727.33	4,859.45
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GRADE 039

042 DIRECTOR OF MEDICAL SERVICES (Apptd prior to 1/1/90)

04/26/08	3,946.63	4,255.11	4,459.25	4,673.14	4,900.72	5,136.47	5,297.42	5,447.64
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**BENEFITS:****VACATION**

Years of Service	Days of Vacation
Less than 8 years	15 days (.0577) B
After 8 years thru 15 years	20 days (.0770) D
After 15 years thru 23 years	25 days (.0962) G
After 23 years	26 days (.1000) H

Employees who work less than full-time shall be granted vacation on a pro rata basis.

Effective March 1, 2003, any employee who is eligible to receive compensation for unused vacation at separation from the City, the City will contribute 100% of the full amount of such payment to a post-employment health plan (PEHP) in lieu of any cash payment to the employee. (See Article 14.3 (1) 2003-2004 Agreement.)

Effective January 1, 2009, in each IRS payroll reporting year, each full-time employee shall be granted vacation according to the following schedule:

<u>Years of Service</u>	<u>Days of Vacation</u>
Less than 8 years	15 days (.0577) B
After 8 years thru 15 years	20 days (.0770) D
After 15 years	26 days (.1000) H

For the purposes of this article qualifying years shall be determined based on original employment date.

Employees who work less than full-time shall be granted vacation on a pro rata basis.

**SICK LEAVE ACCRUAL**

Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

**FLOATING HOLIDAYS**

Two

Effective January 1, 2010, the floating holidays will be eliminated.

**LIBRARY HOLIDAYS**

For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day, and Christmas Eve shall be recognized and observed as a paid minor holiday.



**HOLIDAY ELIGIBILITY**

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. The amount of holiday time earned shall be based upon the number of non-holiday hours paid to the employee during that pay period (see proration charts in Salary Plan and Rates of Compensation). Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick leave. It is further understood that neither temporary nor other employees, not heretofore eligible, shall receive holiday pay.

**VOLUNTARY LEAVE**

A Full-Time employee may be granted up to four hundred eighty (480) hours of voluntary leave-of-absence without pay during the fiscal year.

**FUNERAL LEAVE**

Any employee who has accumulated sick leave credits may be granted one day of such leave to attend the funeral of the employee's grandparent or grandchild.

**SEVERANCE PAY**

\$10,000      15 years of consecutive service at the time of separation.\*  
80 days of sick leave credits at the time of separation.

- \* Employment with the Independent School District No. 625 will not be counted toward the service requirement for employees hired after October 1, 1997 toward the years of service for severance eligibility.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan in lieu of any cash payment to the employee.

Effective January 1, 2009, the maximum severance shall be increased to \$12,500.00.

Upon the death of an employee who meets all of the requirements set forth above, at the time of his/her death, payment of the severance pay allowed under these provisions shall be made to the employee's spouse, or if none, to the employee's estate.

**2008 HEALTH INSURANCE**

Single:      The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

\$100 per month will be deposited to an employee Flexible Spending Account for those employees choosing the SINGLE Open Access Deductible plan and who made the Flexible Spending Account Election during Open Enrollment or at time of eligibility.

Family:      The Employer will contribute \$901.86 - \$1040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

Three-quarter employees (3/4) - Employer will contribute 75% of single/family insurance premium.  
Half-time employees (1/2) - Employer will contribute 50% of the single/family insurance premium

### **POST EMPLOYMENT HEALTH PLAN (PEHP)**

Effective January 1, 2008, employees are eligible for a Post Employment Health Plan (PEHP) contribution by the Employer of three hundred and fifty dollars (\$350.00). To be paid by April 1 of the following year. (See Article 20 for eligibility requirements.)

### **SICK LEAVE CONVERSION**

If an employee has an accumulation of sick leave credits in excess of one hundred and eighty days, he may convert any part of such excess to vacation at the rate of one-half day's vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave in each IRS payroll reporting year under this provision.

An employee, with the approval of the employee's department head, may convert another ten (10) days of accumulated sick leave credit in excess of one hundred eighty (180) days to vacation at a rate of one-half (1/2) day of vacation for one (1) day of sick leave credit.

### **OVERTIME**

Employees who work more than eighty (80) hours in a two-week payroll period may be granted compensatory time with the approval of their department head or his/her designee.

Effective January 1, 2010, employees represented by this bargaining unit are not eligible to accrue compensatory time. The City as a public sector employer will follow all applicable state and federal laws and regulations regarding FLSA-exempt public sector employees.

### **VACATION SELL BACK**

An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget, sell up to five days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1 of each IRS payroll reporting year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in an amount equal to the number of hours sold times the employee's regular rate of pay in effect as of the date of such election.

14.6(1) Invoking the use of 14.4 or 14.5 above at any time within the IRS payroll reporting year will prohibit the use of 14.6 above.

### **SICK LEAVE USAGE**

In the case of a serious illness or disability of an employee's child, parent or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons.

### **RECALL FROM LAYOFF**

Two years

### **LIFE INSURANCE**

\$50,000 for each eligible employee.

**SAFETY SHOES**

\$50.00 per year toward the purchase of one pair of such shoes or boots per calendar year. Employees may accrue up to \$150.00 for the purchase of safety shoes or boots.

Effective January 1, 2009, the Employer will contribute \$100.00 per year toward the purchase of safety shoes or boots, as an annual cash payment to be placed on the paycheck. Employees shall have until December 31, 2009, to spend any outstanding balance accrued prior to January 1, 2009. After December 31, 2009, all existing balances shall be eliminated.